

## **The AIDDE Process**

### **AIDDE Model for Continuous Program Improvement**

The AIDDE process is a systematic change implementation process developed by Judy Alamprese (Abt Associates), a nationally-respected researcher. AIDDE is based on the use of shared leadership, the use of data and research to make decisions and frequent feedback for course correction.

Each of the letters in the name stands for a step in the process.

**A** is for *analysis*. The process begins by analyzing program practices and data, noting any priorities for change. A logic model is often used during this stage to tease out what might be required if a change were to be implemented.

**I** stands for *identify* possible practices and procedures. This step involves research, analyzing data, figuring out what kinds of training might be required, and designing the proposed change.

**D** stands for *design* an implementation plan. During this step, the actual plan is developed including setting steps, milestones, a timeline, selecting a target population if needed, laying out activities, deciding upon output and outcomes, planning how the activities will be measured, and how the implementation process will be tracked and evaluated, etc.

**D** is *document* the implementation of the practice or procedure. What resources were used, what activities were done, what barriers were encountered, were milestones achieved, was the new practice successful, were any modifications to the practice or to the implementation plan taken? In this step, documentation logs are completed by all staff who are involved.

**E** is for *evaluation*. During this step, a reflection form is used to capture what worked and didn't work, any missing elements, and what the outputs and outcomes were.

AIDDE provides a framework for better planning and decision-making, better management of a change process, and a clearer understanding whether the change was actually achieved and what the effects of a change have been. It also allows for return on investment and other similar assessment processes.

This process has been used extensively over the last five years in the LD Quality Initiative and is the continuous program improvement model used in all Idaho ABE funded programs.